

~~SECRET~~ ~~CONFIDENTIAL~~

MEMORANDUM FOR THE CLARK COMMITTEE

26 January 1955

Office of Training - 25 Jan 55

1. Colonel Miller was interested, in planning of training programs, in the control of students selected and actual enrollment in prescribed courses, both for DD(P) and DD(I). As a corollary to this, McGruder was concerned over records kept of and on students graduated from various courses, and whether or not these qualifications were tabulated for future use by the Agency.
2. An underlying theme of interest of both Miller and McGruder seems to be: "What use is made by the Agency of established courses, schools and qualified instructors outside of the Agency to meet its training needs." In other words, they want assurance that we weren't sequestered among ourselves to supply the best possible training which might necessarily be better available from extra-Agency sources.
3. On the subject of the Junior Officer Training Program, Miller and McGruder were extremely confused and concerned over undue influence the Agency might exert in selection of Agency trainees for OCS, feeling it might give said trainee an unfair advantage over non-Agency candidates. Miller wants a copy of General Marshall's and General Smith's agreement on this matter, for further investigation. Colonel Miller dwelt at length over the advisability of this military aspect of the program.
4. A point of interest raised by McGruder, which had no specific relationship to Office of Training, was the fact that he was concerned that CIA did not consult Civil Service or State Department register in recruitment, or compare needs with the latter two. He feels that the high standards set by the Agency may well rob the other Agencies of their equal needs, for, as he put it, "There are only so many candidates for government careers a year from schools and colleges". Personnel Office should be alerted to this fact as a possible question for PPD.
5. In interviewing JOT trainees, Colonel Miller was interested in the students' motivations for applying for the program, their concept of the program, their future aspirations, and especially their interest in career service. He appeared to be pleased with the reactions he got, and impressed with the calibre of those he interviewed. He especially asked

if they felt in a superior position, or if there was any apparent resentment against them within the working level. Colonel Miller was very much interested in one trainee when it developed he was able to go to OCS under the program, whereby prior to that he had been turned down by the services for physical disability. This bore out his concern over favoritism as mentioned previously.

6. On the subject of psychological testing, McGruder and Miller were both interested in how standards were arrived at, what use was made of external existing testing patterns (to avoid making studies of our own, thus duplicating effort); how extensive was our internal research for specialized testing. McGruder seemed to feel that there were sufficient applicable tests within Civil Service, industry and government agencies to obviate too much internal research, other than for the "peculiar type of employment".

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Inspector General